

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

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# BCTGM *News*

VOLUME 17  
NUMBER 2



# SPEAK OUT *for* SAFE JOBS

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WORKERS MEMORIAL DAY  
**APRIL 28, 2015**



# the PRESIDENT'S MESSAGE

## Building a **STRONGER UNION** through **EDUCATION** and **SKILLS TRAINING**

The challenges we face as a Union to protect the rights of our members and the standard of living of our families are more difficult and complex than at any time in recent history. To tackle these challenges successfully and maintain the BCTGM's high standards in membership service, organizing and collective bargaining, it is absolutely essential that our local union leaders and International Union staff possess the skills and knowledge necessary to get the job done.

This can only happen with a firm commitment to continuous education and skills training at all levels of our Union. Success in this area is critical to the future of the BCTGM!

Under former International President Frank Hurt's leadership, the BCTGM's education and training programs were consistently recognized throughout the labor movement as high quality.

To maintain that high standard during a time of dramatic and rapid change in information technology and communications, these programs must continuously be assessed and adjusted to maintain their level of quality and relevance.

For this reason, upon taking office as International President in January, 2013, I set as a top priority for our Union the expansion, upgrading and modernization of the International Union's education and skills training programs, with an eye on innovation and creativity. A thorough review of every facet of the existing programs and materials was undertaken, short and long-term education and training goals were established and a comprehensive plan of action to achieve those goals was put in place.

International Secretary-Treasurer Steve Bertelli has done an excellent job leading the International's efforts on this vital initiative. He has received valuable assistance from our International Vice Presidents, International Representatives, the International's Research and Education Department, Communications and New Media Departments and local union officers from across the Union.

BCTGM shop stewards are the first line of defense for protecting the integrity of our collective bargaining agreements and the rights of our members on the job. Stewards are a crucial connection between the membership and local union officers. Therefore, upgrading the International Union's steward training program was one of the very first components of the plan to be implemented.

Changes and improvements to the program, including the development of the "Stewards Corner" on the BCTGM website, have resulted in better, more effective membership service at the most important level – on the shop floor – in those local unions that have received the training.

The International also has made a major financial commitment to the education and training initiative by


enrolling International Representatives and a number of local union officers into the AFL-CIO's Bonnie Ladin Union Skills Program conducted at the Maritime Institute in Linthicum, Md. (see page 4). The classes sharpen the participants' skills in all aspects of collective bargaining and organizing.

The feedback we have received from participants in the Bonnie Ladin program has been overwhelmingly positive. These Brothers and Sisters report that the knowledge and training they receive from the program are clearly helping them become more productive and successful at the bargaining table and in organizing campaigns.

Director of Organization John Price credits the Bonnie Ladin training, along with the BCTGM Regional Organizing Training Conferences, with playing a key role in some of our outstanding 2014 organizing victories, including: Hostess in Indianapolis, Chicago and Columbus, Ga.; Bimbo in Elkhart, Ind.; Lifeway Foods in Chicago and J. Skinner Bakeries in Paris, Texas. Organizers left these trainings motivated, enthusiastic and prepared. They then successfully applied what they learned to the winning campaigns in which they were involved.


I firmly believe that that the best investment our organization can ever make is in education. Not only does it strengthen our Union for the challenges we face today, it also prepares the BCTGM leaders of tomorrow, guaranteeing that this Union's proud history of excellence in membership service, negotiations and organizing will continue well into the future.

— **David B. Durkee**, BCTGM International President



# BCTGM

## News



Official Publication of the Bakery, Confectionery, Tobacco  
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# Labor FIGHTS Free Trade Deal

**L**abor leaders and rank-and-file union members around the country have in recent months ramped up pressure on Congress to vote no on “Fast Track.” Fast Track is a Congressional agreement that would make it easier for Congress to pass NAFTA-style international agreements like the secretive Trans-Pacific Partnership (TPP) — a deal being negotiated behind closed doors by representatives of 12 Pacific Rim nations, including the U.S. and Canada.

During its annual winter meeting in February, the AFL-CIO Executive Council established the defeat of Fast Track as a top Federation priority and passed a statement outlining its commitment to fight any trade agreement that fails to prioritize the needs of working families and advance shared prosperity in the global economy. BCTGM International President David Durkee serves as a Vice President on the AFL-CIO Executive Council.

As part of the Council meeting on February 24, Durkee, International Secretary-Treasurer Steve Bertelli, International Vice President James Rivers and Local 42 officers were among more than 500 union activists to participate in the AFL-CIO’s Town Hall Meeting on Fast Track and TPP. The featured speaker was former Secretary of Labor Robert Reich.

On March 2, the AFL-CIO

sent a letter to Congress signed by the leaders of more than 60 national labor unions, including the BCTGM. “These deals, written largely by and for the world’s largest corporations, don’t create jobs: their main purpose isn’t even related to trade; it’s to enshrine rules that make it easier for firms to invest offshore and increase corporate influence over the global economy,” stated the letter.

Meanwhile, BCTGM local union members and activists around the country continue to put pressure on Congress in Washington D.C. by taking to the streets of their communities.

On March 4, union leaders from more than 20 states gathered in Washington, D.C., to lobby members of Congress.

In Portland, Ore. on March 9, BCTGM Local 114 joined a

massive labor-led Fast Track protest. Local 114 Secretary-Treasurer and member of the International General Executive Board Terry Lansing explains that the Local has been very active in opposing Fast Track and the TPP. Lansing sent a letter to U.S. Sen. Ron Wyden (D-Ore.) urging him to vote against Fast Track. The support of Wyden, the top Democrat on the Senate Finance Committee, is considered necessary to pass Fast Track.

“We are the working families of five major Oregon baking production plants, a flour milling operation and the bakers and cake decorators in over 150 in store bakeries throughout Central, Southern and Western Oregon. On behalf of our membership, we ask you to VOTE NO on the Fast Track process of implementing the Trans-Pacific Partnership trade agreement.”



Pictured here at the Portland, Ore. protest against Fast Track is (left to right) L. 114 Secy.-Treas. Terry Lansing, L. 114 member Andrew Stern, L. 114 Bus. Agt. Shad Clark and L. 114 member Darren Hamann.



# BCTGM Maintains Focus on

# *Education*

**The BCTGM continues to fully utilize the AFL-CIO's Bonnie Ladin Union Skills program**

to enhance the training that International Representatives and local union officers receive.

In February, the BCTGM sent eight participants to the week-long "Negotiating and Writing Contract Language" course held at the Maritime Institute in Linthicum, Md.

Attending the program were local union officers Shad Clark (Local 114, Portland, Ore.), Jason Davis (Local 103, Orlando), Letitia Malone (Local 149,

Memphis), Bruce Peglow (Local 22, Twin Cities, Minn.) and Zack Townsend (Local 42, Atlanta), along with International Representatives Randy Fulk, Sylvain Gagne and David Woods.

Course participants learned how to develop effective bargaining strategy and how to

write contract language. They focused on defining and analyzing issues, developing proposals and writing actual contract language. The union leaders also worked in groups on a number of case studies.

According to Clark, one of the most important aspects of the program was an explanation of how arbitrators interpret contract language. "Contract

language can be interpreted multiple ways: in light of the law, in context with the section it is in, or taken as a whole with the rest of the contract. We also must consider bargaining history, prior settlements, past practice and industry practice," said Clark.

To date, six International Representatives and 15 local union officers have completed 46 Bonnie Ladin classes.

"The International Union believes strongly in continuous education.

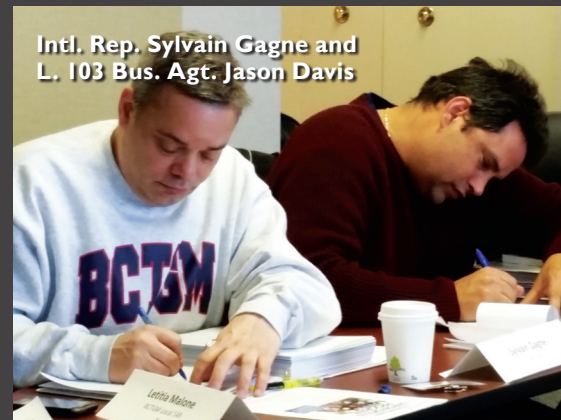
To that end, the Bonnie Ladin Union Skills Program has been an invaluable asset to us as our International Representatives and Local Union officers are able to hone existing skills and learn new ones," notes International Secretary-Treasurer Steve Bertelli, who is coordinating the program with the International's Research and Education Department.



Intl. Rep. David Woods



L. 42 Bus. Mgr. Zach Townsend and L. 149 Pres. Letitia Malone



Intl. Rep. Sylvain Gagne and L. 103 Bus. Agt. Jason Davis

# BCTGM Organizers Attend NATIONAL ORGANIZING WORKSHOP



**B**CTGM organizers and staff were among the more than 750 energetic participants of the National Organizers Workshop, held March 6th and 7th in Washington D.C. The event, sponsored by the AFL-CIO's Organizing Institute, asked organizers: "What's Next for you and our movement?"

The conference featured organizers from both international and local unions, as well as from community organizations and non-profits. Some of the organizations participating in the workshop included Jobs with Justice, Workers Defense Project, United Students against Sweatshops, Workers Center for Racial Justice, Domestic Workers Alliance and National Guestworker Alliance. There were also representatives from grassroots campaigns like the Fight for \$15, OURWalmart and the CLEAN Car Wash campaign.

According to BCTGM International Director of Organization John Price, "This was an excellent opportunity to meet other organizers from across the country. We all rolled up our sleeves for interactive, engaged discussions about how to build power in our workplaces and communities. We talked shop, networked, brainstormed and shared our vision for the future of workers in America. It was truly a remarkable experience," said Price.

Also attending the national workshop was BCTGM International Strategic Campaign Coordinator Ron Baker, Director of Research and Education Matthew Clark, Research and Education Specialist Paul Lechtenberg and BCTGM Local 103 (Orlando) Financial Secretary/Business Agent Jason Davis.

The two-day event featured plenary sessions that included speeches, song, video, and dialogue,

while small group workshops honed in on important organizing issues. Workshop topics included Organizing in the South, Striking for Recognition, Union-Worker Center Partnerships, Organizing for Racial Justice, Organizing Workers with No Legal Rights, amongst others.

According to Clark, what made the conference extremely uplifting and positive was that it included organizers from all facets of the broader labor movement. "For the labor movement to flourish and thrive we must embrace all forms of organizing and think outside the box. That's what this conference was all about," said Clark.

The workshops also had a profound effect on Davis. "What I really came away with, was that if we can all work together we can organize whole communities, expand the middle class, and take back some power from Wall Street," reflects Davis.



**BCTGM was represented at the National Organizing Workshop by (from left) Research & Education Specialist Paul Lechtenberg, Dir. of Organization John Price, Strategic Campaign Coordinator Ron Baker, L. 103 (Orlando) Fin. Secy./Bus. Agt. Jason Davis and Dir. of Research & Education Matthew Clark (standing).**

# Pride and Perfection

**BCTGM Local 68 members in Baltimore help make Mid-Atlantic Baking the region's top producer of fresh-baked, private label bread.**

The bakery, located in the Highland Town neighborhood of Baltimore, employs 190 union members.

In February, BCTGM Local 68 Financial Secretary/Business Agent and member of the International's General Executive Board Gary Oskoian, arranged a private tour of the Mid-Atlantic bakery by a group of International Union staff. Oskoian and Local 68 Vice President Rodney Lightfoot accompanied the group tour that included Director of Research & Education Matthew Clark, Research &



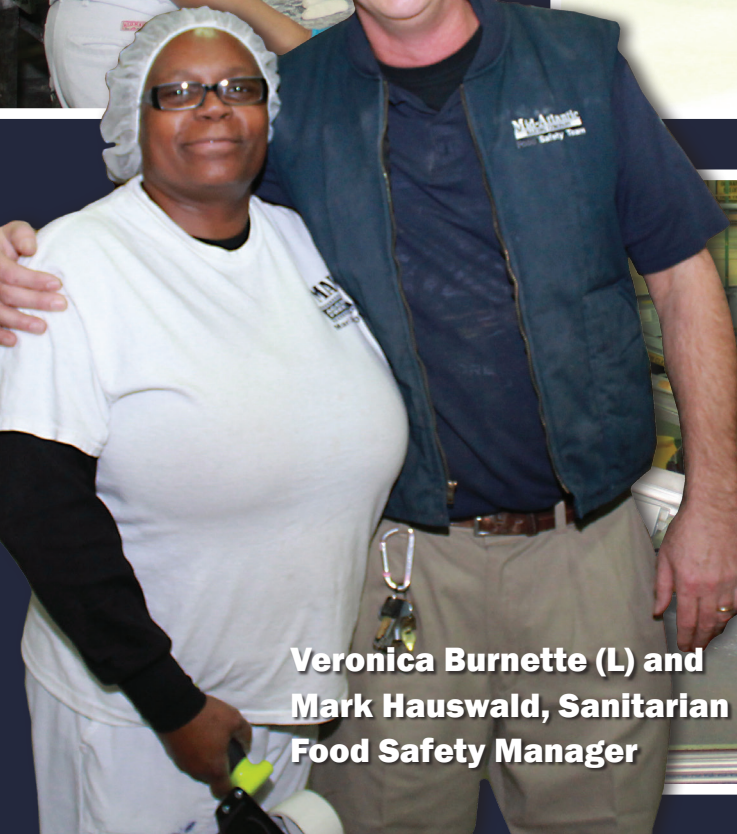
**Maria Nunez**



**Jean-Luc Kasongo**



**Ernest Haller**



**Veronica Burnette (L) and Mark Hauswald, Sanitarian Food Safety Manager**



**Janet Gonzalez (L) and Kuljeet Kaur (R)**

# Rising in Baltimore

Education Specialist Paul Lechtenberg, Director of Public Relations/Communications Corrina Christensen and Director of New Media Michelle Ellis. The photos and interviews included on these two pages were taken during that visit to the Local 68 facility.

The bakery specializes in roundtop/sandwich white and wheat breads, cluster hot dog and hamburger rolls, individual hot dog rolls, and breadsticks.

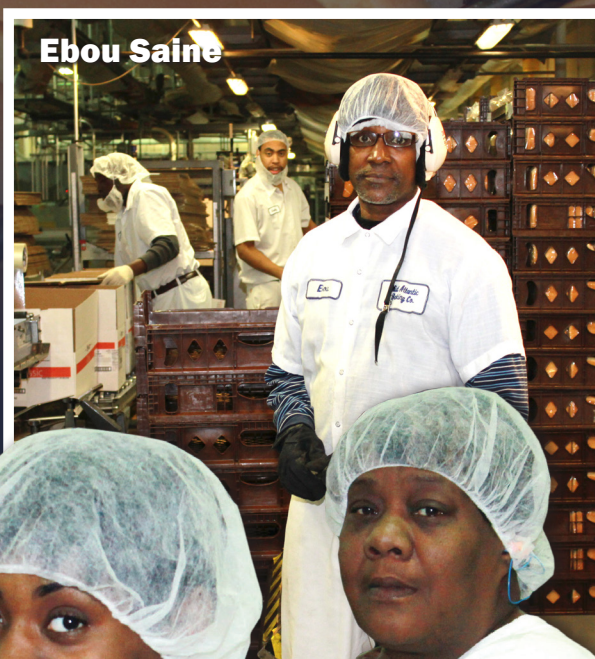
"This is a good place to work and I am proud to be

union, especially proud to be a steward so I can help my fellow workers whenever they have an issue," says Veronica Burnette, a Local 68 shop steward who has worked at the bakery for 11 years.

Troy Thomas, also a shop steward, agrees with Burnette on the quality of the work life at the bakery. "This is a great crew and we all work well together. I like having a leadership role and helping out. It is a good life," adds Thomas.



**Michael Russel (L) and Zachary Anister**



**Ebou Saine**



**Troy Thomas (L) and Kim Johnson**



**Nadazure Pugh (L) and Maria Yorker**

# SPEAK OUT *for* SAFE JOBS



## PROTECT WORKERS NOW

**Every year on April 28, the unions of the AFL-CIO observe Workers Memorial Day** to

remember those who have suffered and died on the job and to renew our efforts for safe workplaces. This year, the struggle continues to create good jobs in this country that are safe and healthy and pay fair wages and to ensure the freedom of workers to form unions and, through their unions, to speak out and bargain for respect and a better future.

Four decades ago, Congress

passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired or disciplined.

Employers contract out dangerous work to try to avoid responsibility. As a result, each year thousands of workers are killed and millions more injured or diseased because of their jobs.

The Obama Administration has strengthened safety and health protections through tougher enforcement and expanded workers' rights. New safeguards on silica and other workplace hazards have been proposed and are close to being finalized. But this progress is threatened by business groups and anti-worker Republicans who now control Congress. They are trying to stop these protections and shut down all future regulations.

## Decades of struggle by workers and their unions have resulted in significant improvements in working conditions.

But progress is threatened as employers seek to cut corners and shirk responsibility, and politicians and their business allies try to block needed safeguards and stronger workers' rights. It is time to organize, take action and speak out for safe jobs for workers, including:

- **defending safety and health protections** and workers' rights from industry attacks;
- **winning new workplace safeguards** for silica, combustible dust, repetitive motion disorders and infectious diseases;
- **prohibiting** employer policies and practices that discourage the reporting of workplace injuries;
- **increasing attention** to the safety and health of Latino and immigrant workers who are at much greater risk of death and injury;
- **passing the Protecting America's Workers Act** to provide OSHA protection for the millions of workers without coverage, stronger criminal and civil penalties for companies that seriously violate job safety laws, and improved anti-retaliation protections for workers who raise job safety concerns;
- **ensuring workers' right to have a voice** on the job, and to freely choose to join a union without employer interference or intimidation; and
- **demanding higher wages** for workers through organizing, mobilizing, collective bargaining and legislative action.

## BCTGM Members Face Dangers on the Job

**W**orkers in the food processing and agricultural industries face unprecedented dangers in their workplaces. Every year, workers in BCTGM-related industries are killed on the job because of hazardous conditions.

From combustible dust explosions, to entrapment in grain elevators, to blunt force trauma, to lung disease, workers in the food sector face hazards that few other workers are forced to confront.

According to OSHA, employers are legally required to provide a workplace that is free from hazards. And yet, every year thousands of workers are killed on the job, while millions more are hurt or exposed to industrial diseases.

Many employers simply ignore the law and force workers to work in areas without the needed safety equipment or protection. Other employers speed up lines to such a degree that workers must rush their job (exposing them to injury), or must work in positions that can lead to back, neck and knee injuries or cumulative trauma disorders. Many employers do not provide adequate training, leaving workers to fend for themselves and learn on the job. All too often this leads to injury and death.

In the agricultural sector, a common hazard is engulfment in a grain elevator. According to OSHA, a worker can be completely submerged in flowing grain within 60 seconds. More than half of all grain engulfment accidents result in death by

suffocation. Allowing workers to move grain while a sweep auger is running can cause the worker to become entangled in this dangerous equipment and submerged in the flowing grain.

Many BCTGM members in the sugar, grain and baking sectors face combustible dust hazards. An explosion can occur when fine granules, like grain or sugar dust, form a cloud in a confined area and touch an ignition source, such as a spark, flame or overheated pipe. The result can be a catastrophic and deadly explosion. Since 1980, more than 450 accidents involving dust have killed nearly 130 workers and injured more than 800, according to a Center for Public Integrity analysis of data compiled by OSHA and the U.S. Chemical Safety Board.

According to Matthew Clark, Director of the BCTGM Research & Education Department, it is important to note that unionized workplaces are much safer than non-union worksites. "Unionized workers feel more empowered than non-union workers to point out hazards, demand adequate training and personal protective equipment, and refuse unsafe work. The reasons for that are that their collective agreements give them additional protections beyond the OSH Act, their local union, along with the International Union, provide resources and educational materials, and because BCTGM-represented workplaces demand better training and instruction from management," said Clark.



# Delegates Meet for 2015 Southern Region Conference

**Delegates representing Local Unions in the BCTGM's Southern Region convened in Atlanta March 30-April 2 for its annual meeting.**

The group discussed the state of the union and BCTGM

industries, organizing to build the union, political involvement and the expansion of the BCTGM's education programs.

The meeting was led by Southern Region International Vice President James Rivers, who reminded delegates of the importance of locals being active

in every aspect of the union – from organizing and servicing union members to contract negotiations and the political process.

BCTGM International President David Durkee discussed the solid state of the BCTGM in all areas of operations and the many initiatives the International Union is engaged in to keep the Union strong and independent well into the future.

Utilizing videos, graphics, and photos, Durkee provided the delegates with a comprehensive analysis of the economic and political conditions facing working families and the underlying causes of income inequality and the challenges facing the middle class.

The meeting also provided an opportunity for President Durkee to introduce Jason Davis as the new Southern Region International Representative (see page 12).

International Secretary-Treasurer Steve Bertelli discussed the progress of the BCTGM's



**L. 42 Bus. Agt. Darrel Lane, Strategic Campaign Coordinator Ron Baker, Intl. Secy.-Treas. Steve Bertelli, BCTGM Intl. President David Durkee, Ga. State Senator and former L.42 Nabisco member Nan Orrock, Southern Reg. Intl. Vice Pres. James Rivers, Asst. to the Pres. Harry Kaiser, Dir. of Organization John Price and L. 42 Bus. Mgr. Zach Townsend.**

expansion of educational programs. Bertelli, who is coordinating the program with the International's Research and Education Department, discussed the many ways the increased educational opportunities have begun to benefit local unions, union members and the International.

Director of Organization John Price reviewed the BCTGM's successful organizing efforts in 2014, and noted the importance of continuing the momentum from those victories into 2015.

Assistant to the President Harry Kaiser discussed Congressional efforts to undermine workers' rights,



**L. 149 Pres. and GEB member Letita Malone (left) and L. 42 member Gwendolyn Pangilinan**

There were several labor and political leaders to address the gathering. One special guest was a former Local 42 (Atlanta) member from Nabisco, Nan Orrock, who has served as a Georgia State Senator for the last 10 years. Additional guest speakers included Dewey McClain, a recently elected member of the Georgia House of Representatives. Dewey is also President of the Atlanta Labor Council, a former NFL Linebacker for the Atlanta Falcons,

meeting for me to have begun my career as a new member of Local 42 some 40 years ago and to now serve as the International Vice President and celebrate those years with my home local here at this meeting," reflects Rivers. "This beautiful plaque will always be displayed prominently in my home."

**Pictured from left is L. 25 members Burbee Heard and David Eddington, L. 25 Pres. Jeff Webb (GEB member) and L. 25 Asst. Bus. Agt. Tommy Kelly**



workplace safety and health laws and the interests of the middle class. Strategic Campaign Coordinator Ron Baker educated the delegates on the elements of an effective coordinated and comprehensive campaign to impact and shape the actions of employers who are not committed to a productive and respectful collective bargaining relationship with the BCTGM.

and a leader of the NFL Players Association in the Atlanta area. At the conclusion of the meeting, Rivers, who joined Local 42 in September 1974, was presented with a special plaque by Local 42 Business Mgr./Recording Secretary Zach Townsend honoring his 40 years of dedication to the Local Union and 36 years as a member of the International staff. "This was a very special



**L. 42 Bus. Mgr. Zach Townsend (left) presents Southern Reg. Intl. Vice Pres. James Rivers (right) a special plaque honoring his 40-year membership in the Local and 36 years of service to the International Union**

# Local 342 Ratifies New Contract with Nestlé

In early March, members of BCTGM Local 342 (Bloomington, Ill.), employed at the Nestlé USA facility in Bloomington overwhelmingly ratified a new three-year agreement.

The new contract covers more than 250 BCTGM union workers at the manufacturing facility.

Negotiations were led by Midwest Region International Vice President Jethro Head. The negotiating committee included Local 342 President Mike Johnson, Local 342 Vice President John Wells and Local 342 members Dale Gresham (Sargent at Arms), Dan Cottone (Chief Steward), Jake Johnson (Trustee), Alice Moss and Bruce Malone.

"The success of these negotiations was clearly a result of the efforts of our seasoned and experienced committee, who are skilled workers and mirror the bargaining unit as a whole," notes Head. "Make no mistake, it is the skill and experience that our committee and bargaining unit



brings to the shop floor everyday that legitimately achieved a very good contract for members of Local 342," adds Head.

The new agreement features \$1.60 in wage increases over the term of the agreement. In addition, the union negotiators were able to secure yearly increases to the pension plan, increased accident and sickness benefits, shift premiums, and important changes to certain contract language.

"Under Vice President Head's skilled leadership and a very accomplished negotiating committee, we were able to bring a contract back to the membership

that we can all be very proud of," reflects Johnson.

Local 342 has represented the workers at the Bloomington production facility since the mid-1950's. Local 342 members at the plant produce the Nestlé Crunch Bar, Easter Eggs (Crunch, Butterfinger and Carmel flavors), Nestlé Toll House Morsels (white chocolate, Butterfinger, peanut butter, and some seasonal holiday flavors), Laffy Taffy, Rope Taffy, Bit-O-Honey, Sno-Caps, Tangy Taffy, Kibbles (the sour inside of Sprees), Skinny Cow candy bars (Carmel and Peanut Butter), and Butterfinger Cups.

## Durkee Appoints Davis as Southern Region International Representative

**B**CTGM International President David Durkee has appointed Jason Davis to International Representative for the Southern Region, effective April 1.

Davis, 39, has served as the Financial Secretary/Business Agent of Local 103 (Orlando) since 2011.

Davis became a Local 103 member when he began working at the Hostess bakery in Orlando in 1999. Within a year, he was elected as a shop steward. Davis has served the Local 103 membership as Chief Shop Steward, Trustee, Recording Secretary and Vice President.



Davis attended University of South Florida and since joining the BCTGM he has attended numerous educational seminars sponsored by the International Union, including New Officers Training, as well as other trainings on Organizing and Contract Negotiations.

"Jason is an outstanding addition to the International staff; a proven leader who has exhibited throughout his career the skills, dedication, loyalty and commitment to advance the interests of our members, their families and the International Union," notes Durkee.

# BCTGM Local 342 Member Attends AFL-CIO NEXTUP Summit

**B**CTGM Local 342 (Bloomington, Ill.) member Matt Parrott was among 1,000 young workers from across North America to attend the AFL-CIO's Next Up Young Workers Summit in Chicago March 19-22.

The focus of the Summit was to map out strategies to create an economy that works for young people, including tackling crippling student debt, low and stagnant wages, and discrimination in the workplace, as well as other issues that young workers face on the job.

"This was a powerful and moving group of younger workers coming together to learn how to fight and build a better life for all," notes Parrott, who has worked at the Nestlé plant in Bloomington since 2010.

The weekend included workshops and training sessions on mobilization and activism, organizing to raise wages, winning a voice at work and in political campaigns, local and state issues, gender equality, immigrant rights, veterans' issues, work-life balance and more.

One of the Summit's themes, "Labor Rights are Civil Rights" was reinforced as the young workers hit the streets in a demonstration outside a McDonald's restaurant, calling for a \$15 an hour minimum wage; supporting the Retail Action Project's #ChangeZara campaign; and, canvassing for teacher Tara Stamps, a member of the Chicago Teachers Union running for an alderman's seat. The young workers also participated in mass solidarity actions for Chicago cab drivers and Nissan employees from Mississippi.

Speakers included actor Danny Glover, U.S. Rep. Keith Ellison (D-Minn.), MSNBC contributor Dorian Warren, AFL-CIO officers—President Richard Trumka, Secretary-Treasurer Elizabeth

Shuler and Executive Vice President Tefere Gebre—and Illinois AFL-CIO President Michael Carrigan.

Parrott is a Local 342 Trustee and a member of the Local's Executive Board. According to Local 342 President Mike Johnson, at 26 years old, Parrott is not only the youngest member in the Local, but also the youngest Executive Board member. "I have had the pleasure of working with Matt for the last two years and I am proud of the energy and dedication he brings to our Local. I believe he is a future Local 342 leader," notes Johnson.

"As a whole, the Summit helped me gain knowledge to take back to my workplace and my local union about how to strengthen our union by getting younger workers more involved and taking the next steps to organizing and growing our Local," recalls Parrott.



# In Memory Rene Rondou

**Rene Rondou, retired International Secretary-Treasurer of the BC&T and former President of the Tobacco Workers, died in February. He was 87 years old.**

Rondou, who retired as International Secretary-Treasurer following the 1990 Constitutional Convention, remained an active force within the International Union for many years following his retirement.

Rondou was elected International Secretary-Treasurer of the BC&T Workers International Union by the General Executive Board on September 16, 1978.

Rondou was President of the Tobacco Workers International Union prior to the merger of that organization with the Bakery and Confectionery Workers on August 16, 1978. At the Convention of the merged union, Rondou was confirmed as the Tobacco Workers choice for Executive Vice President, as provided for in the merger agreement.

A native of Montreal, Quebec, his record of service in the Tobacco Workers first began in 1946. He served as president of his local union in Montreal from 1948 to 1956, became an International Vice President of the Tobacco Workers in 1963 and served in that position until 1970 when he was elected President of the International Union.

Rondou served as Vice President of the Quebec Federation

of Labour from 1959 to 1963 and again from 1966 to 1970. From 1964 to 1966 he served as Treasurer of the Quebec Federation. In 1966, Rondou was the Labour Advisor to the Canadian Delegation to the International Labor Organization (ILO) in Geneva. He was also a member of the Founding Committee of the New Democratic Party in Canada.

He was a Vice President and a member of the Executive Committee of the International Union of Food and Allied Workers' Union (IUF) in 1974 and in 1977 was reelected a Vice President and member of the Administrative Committee of the trade secretariat.

International President David Durkee worked closely with Rondou in the Union's involvement with international labor organizations, particularly the IUF. "I had the unique privilege to work alongside Rene at a number of meetings of the IUF. His vast knowledge of the global labor movement and ability to utilize his experience in the international labor setting to benefit the BCTGM and our members were masterful," noted Durkee.

Rondou served as the father

of the BC&T's Tobacco Labor Management Committee through his retirement.

After his 1990 retirement, Rondou continued his work as a global trade unionist serving as Special Assistant to the President for International Affairs, working extensively with the IUF. Rondou served as the Honorary Chairman during the election of the International President at the Union's Constitutional Conventions in 1998, 2002, 2006, and 2010.

Retired BCTGM International President Frank Hurt worked with Rondou at International Union headquarters for many years while he served as Director of Organization and Executive Vice President.

"Rene Rondou served the members of this union honorably and with great passion. Thousands of our members enjoyed a higher standard of living because of his ability to negotiate wages and benefits that set the standard for other unions to try to emulate. He was a true trade unionist who cared deeply about the working people of the world," Hurt reflects.



Retired Intl. Secy.-Treas. Rene Rondou (R) served as the Honorary Chairman during four of the International's Constitutional Conventions (1998-2010). Here Rondou (R) congratulates Intl. Pres. Frank Hurt (L) on his reelection at the 2006 Convention.

# Motor Club for Union Members Beats AAA

Take the **BCTGM Power/Union Plus** Motor Club on your next trip and the next time you have a roadside emergency, you'll be happy you're a member. The BCTGM Power/Union Plus Motor Club offers roadside assistance program that's a better deal than AAA.

With the BCTGM Power/Union Plus Motor Club, you can have peace of mind for your entire family for just \$69.00 per year or \$6.90 a month. And when you sign up for a full year, you can receive \$40 in gas reimbursements.



BCTGM Power/Union Plus Motor Club provides emergency roadside assistance, locksmith and tow services 24-hours-a-day nationwide through a network of more than 27,000 independent auto service and towing providers. You'll be covered for any car or truck you're driving or riding in. And you won't have any out of pocket costs for any service call under \$125.

**To enroll call 800-454-8722 or go to [unionplusrmotorclub.com](http://unionplusrmotorclub.com)**

## Motor Club Features

- ▶ **24-hour Emergency roadside assistance** and locksmith services up to \$125 per service call. Three auto service calls per year for you and your family.
- ▶ **Emergency Towing** to your home, a dealership or your mechanic.
- ▶ **Battery Boost** to jump-start your battery.
- ▶ **Flat Tire Change** to remove your flat and install your inflated repair.
- ▶ **Lockout Service** to get you back inside your vehicle.
- ▶ 27,000 independent, dependable auto repair and car towing service providers across the United States to ensure 24-hour emergency roadside assistance.
- ▶ All calls answered in the United States of America.
- ▶ ASE certified mechanics available for second opinions on auto repairs and services.

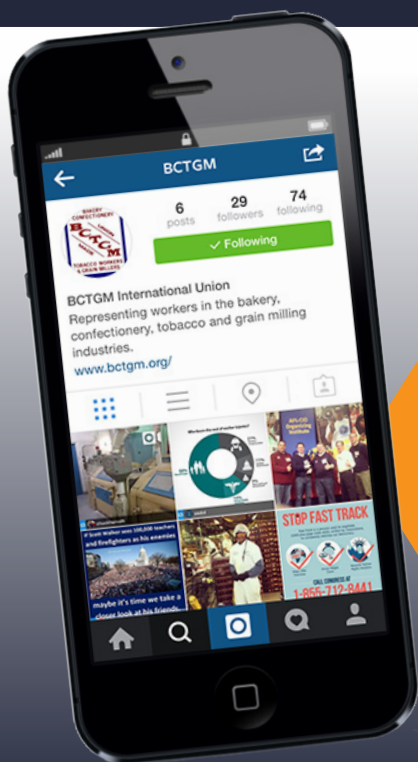


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